



Sharing Leadership Lessons and Perspectives

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NOAA Leadership Competencies Development Program (LCDP)



The “Next Generation”

NMFS

- Ginny Fay
- Jon Kurland
- Chris Mobley
- Mark Murray-Brown
- Becky Rootes

OMAO

- Michele Bullock
- Michele Finn
- Phil Kenul
- Jamie Verlaque
- Nathalie Valette-Silver (NOS)

NOS

- Bernie Denno (OFA)
- Helen Golde
- Peyton Robertson





Pluses of the LCDP:

- Significant development investment by NOAA in employees
- Excellent instruction/training at FEI
- Cohort of LCDP extremely tight – great professional working relationships
- Rotational assignments provide expanded/enriched view of NOAA
- Talent pool available for application to NOAA leadership needs



Potential for the LCDP:

- NOAA-wide program can further promote “one NOAA”
- Mentoring
- Pre-identified rotational assignments with specific skill sets to be developed





Concerns with the LCDP:

- Different opportunities for different participants – need for equity
- Clear vision for LCDP participants in future NOAA (no SES guarantee)
- Need for home office support of candidates to leave jobs/do rotations





What we learned from the LCDP:

“My learnings seem to revolve around learning more about me, about the people I work and play with, and how to build a positive connection and relationship between the two.” **Mark Murray-Brown**

“Learning first hand about other parts of NOAA and getting ideas on how to better integrate our programs. Having an opportunity to work on my weaknesses. Being able to watch others and select behaviors that could work better for me and my surroundings.” **Nathalie Valette-Silver**

“I'd have to say my learnings come down to true effective listening (and caring). Couple this with associating common events or beliefs (feelings) to my audience in an effective and sincere manner to create a level of trust and understanding. From there, the possibilities are endless and my role of manager evolves into a role as a leader.” **Jamie Verlaque**

“The most important things I got out of the LCDP were an opportunity to broaden my exposure to different principles and theories of leadership; an opportunity to apply those lessons to a variety of real world settings in NOAA; and a close relationship with LCDP colleagues who are a constant resource for ideas and inspiration.” **Jon Kurland**

